

5 JAN 1988

TO: (Name, office symbol, room number, building, Agency/Post)		Initials	Date
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REMARKS

DO NOT use this form as a RECORD of approvals, concurrences, disposals,
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FROM: (Name, org. symbol, Agency/Post)	Room No.—Bldg.
	Phone No.

5041-102

☆ U.S. GPO: 1986-491-247/40012

OPTIONAL FORM 41 (Rev. 7-76)
Prescribed by GSA

OS REGISTRY

16 JAN 1988

5 JAN 1988

MEMORANDUM FOR: Director, Intelligence Community Staff

25X1 FROM:

[redacted]
Director of Security

25X1 SUBJECT: Support for Congressionally-Directed Study of
Intelligence Personnel Systems [redacted]

REFERENCE: DCI/ICS 87-4456 dated 23 Dec 87, same subject

General Heinz:

25X1 1. The security assistance you requested in the
referenced memorandum will be provided. [redacted]

25X1 2. You are aware, and the National Academy of Public
Administration (NAPA) officials should be made aware, that
staff-like access to Agency facilities requires a counter-
25X1 intelligence and lifestyle polygraph examination. [redacted]
will work with your staff to be sure this aspect of the security
25X1 program is handled appropriately. [redacted]

25X1 D/Sec [redacted] (4 Jan 88)

Distribution:

Orig - Addressee

1 - SO/IC Staff

1 - D/Sec

1 - OS Registry

1 - C/STOB via DD/PS and C/CG

25X1
CONFIDENTIAL

REFERENCE

OS REGISTRY

28 DEC 1987

ROUTING AND RECORD SHEET

SUBJECT: (Optional)

Support for Congressionally Directed Study of Intelligence Personnel Systems

FROM:

LtGen Edward J. Heinz, USAF
Director, Intelligence Community Staff

EXTENSION

NO.

DCI/ICS 87-4456

DATE

23 December 1987

TO: (Officer designation, room number, and building)

DATE

OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

RECEIVED
28 DEC 1987FORWARDED
29 DEC 1987

B

Director of Security

DEC 1987 29

To 1.

On second reading of this (and consultation with DD/PS) it appears that the requirement only deals with ensuring expeditious clearance processing or certification.

suggests

C/STOB. I will so notify ICS/50 of this point of contact.

DCI/ICS 87-4456

23 December 1987

25X1

MEMORANDUM FOR:

[REDACTED]
Director of Security

FROM:

Lieutenant General Edward J. Heinz, USAF
Director, Intelligence Community Staff

SUBJECT:

Support for Congressionally Directed Study of Intelligence
Personnel Systems

1. The Intelligence Authorization Act for Fiscal Year 1988 requires the DCI to contract with the National Academy of Public Administration (NAPA) to perform a classified study of personnel management and compensation systems within the Intelligence Community. This memorandum provides background information and asks for your assistance with security aspects of the study.

25X1

[REDACTED]
2. The NAPA study is to be completed by 20 January 1989, with interim reporting dates of 1 May and 1 August 1988. Its preparation will be coordinated by the Intelligence Community Staff, with participation by appropriate elements of the Community (CIA, NSA, DIA, State, FBI, and the military services). CIA will act as the contracting office and a member of the IC Staff will serve as the Contracting Officer's Technical Representative. [REDACTED]

25X1

3. The NAPA study team will require access to classified information in order to complete the study. Informal liaison with the Academy indicates the effort will be guided by a panel of five to seven NAPA appointees (distinguished executives and public administrators), who will receive periodic reports on the study. Members of this group will sign the final report as NAPA's representatives. Day-to-day work will be conducted by a team of about 10-15 part-time analysts, supervised by a NAPA senior staff member.

25X1

[REDACTED]
4. We expect that the final report will be classified Confidential or Secret. Much of the study's work can be done at this level, but at least a subset of NAPA analysts (four to five) will require access to SCI. Additionally, depending on logistics and workspace arrangements, it is

25X1

[REDACTED]
CONFIDENTIAL

SUBJECT: Support for Congressionally Directed Study of Intelligence
Personnel Systems

25X1 probable that the working-level NAPA analysts will require CIA staff-like access (plans are to give the team workspace in a CIA building--the NAPA building does not appear capable of supporting classified work). [redacted]

25X1 5. The completion date for the study and the fact that it must be classified are specified by statute. The timeline is tight and we hope to have NAPA under contract by 1 February 1988. If the study is to be successful, your assistance is needed to ensure that proper security procedures are applied expeditiously to clearance and certification questions. We expect to have names and other data on NAPA participants in hand shortly. Please identify a point of contact to work with ICS officers on the necessary processing and security review. [redacted]

25X1 6. If you have any questions on security issues connected to the study,
25X1 please contact [redacted] Chief of Security, Intelligence Community Staff,
25X1 [redacted] Questions on the overall study may be
25X1 directed to [redacted] Director of the Planning and Policy Office,
25X1 Intelligence Community Staff, [redacted]

Edward J. Heinz
Lieutenant General, USAF

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